

**POLICY ON RELATIONSHIPS
AND
INTERACTIONS WITH MINORS**

**Saint Louis Chess Club
World Chess Hall of Fame
Grand Chess Tour**

This policy applies to the Saint Louis Chess Club, World Chess Hall of Fame and the Grand Chess Tour, which for purposes of this document are collectively referred to herein as the "Saint Louis Chess Club".

Policy on Relationships and Interactions with Minors

The integrity of Saint Louis Chess Club's relationship with minor players is paramount to the Chess Club's educational mission and success. All individuals employed by or working under the direction or authority of the Saint Louis Chess Club are expected and required to maintain appropriate boundaries and relationships with minors (individuals under the age of 18 years).

- All reasonable precautions should be taken in order to avoid situations that could lead to even the appearance of inappropriate behavior or an inappropriate relationships with a minor. In situations that require personal engagement with a minor (for example, practice, coaching, individual instructions, practice games, meetings, and conferences, and the like), such personal engagement is to be conducted in view of other adults, or in an open room with door(s) open. At no time should any individual employed by or working under the direction or authority of the Saint Louis Chess Club be alone in a closed room with a minor when engaged in a Saint Louis Chess Club activity.
- Physical contact between any individual employed by or working under the direction or authority of the Saint Louis Chess Club is explicitly prohibited.
- Any outside physical or emotional relationship (sexual, romantic, or otherwise, and even if consensual) between an individual employed by or working under the direction or authority of the Saint Louis Chess Club and a minor is inappropriate and strictly prohibited. Even non-romantic relationships have the potential to jeopardize the integrity of the educational mission of the Saint Louis Chess Club by creating a conflict of interest and may impair the learning environment for that individual or others. In addition, such relationships can create a perception of inappropriate conduct. And, such situations may expose you or the Saint Louis Chess Club to criminal or civil liability.
- All individuals employed by or working under the direction or authority of the Saint Louis Chess Club must avoid outside interactions off the Saint Louis Chess Club premises with minors over whom they have or might reasonably expect to have teaching, coaching or supervisory responsibilities, regardless of whether the relationship or interaction is consensual.
- All individuals employed by or working under the direction or authority of the Saint Louis Chess Club are required to copy the parent or guardian of any minor on all Saint Louis Chess Club communications, including, but not limited to emails, text messages, and written communications or any kind. All individuals employed by or working under the direction or authority of the Saint Louis Chess Club members should refrain from sending personal, non-Chess Club related communications to minors and may not communicate with students under the age of eighteen via social media platforms or other messaging applications.
- The Saint Louis Chess Club will require all employees to periodically participate in sensitivity training which will include the U.S. Chess Federation Guidelines on Safe Play and Conduct, the open door, speak up, and the "see something/say something" policies of the Saint Louis Chess Club.

In addition, the Saint Louis Chess Club requires all employees to adhere to the U.S. Chess Federation's Guidelines on Safe Play and Conduct. The Chess Club specifically incorporates the following from the Safe Play guidelines into this policy:

Prohibited Conduct

U.S. Chess and the Saint Louis Chess Club strictly prohibit the following types of conduct.

Sexual Misconduct

1. Sexual Misconduct Offenses. Includes:
 - a. Sexual conduct (or attempts to commit the same) with a minor
 - b. Sexual Conduct with a non-minor (or attempts to commit the same), without consent.
 - c. Sexual Conduct (or attempts to commit the same), where there is a power imbalance, regardless of purported consent.
 - d. Sexual Harassment.
 - e. An intimate relationship involving a person in a position of power where a power imbalance exists.
2. Sexual Misconduct involving Minors. Regardless of any purported consent, a sexual misconduct offense involving a minor includes:
 - a. Sexual Conduct (or attempt to commit the same) between an adult and a minor.
 - b. An Intimate Relationship (or attempt to establish the same) between an adult and a minor.
 - c. Sexual Conduct between a minor and another minor if (1) the age difference is three or more years; or (2) there is a power imbalance based on the totality of the circumstances.
3. Child Sexual Abuse. All individuals employed by or working under the direction or authority of the Saint Louis Chess Club shall not engage in any behavior that constitutes child sexual abuse as defined by applicable federal or state law.

Criminal Disposition

Any individuals employed by or working under the direction or authority of the Saint Louis Chess Club is not in compliance with these Guidelines if a he or she is convicted of or subject to a Criminal Disposition for a crime involving: (a) Sexual Conduct, or (b) a Minor.

Hazing

Hazing is any conduct that subjects another person, whether physically, mentally, emotionally or psychologically, to anything that may endanger, abuse, humiliate, degrade, or intimidate the person as a condition of joining or being socially accepted by a group, team or organization. Consent, purportedly given, by the person subject to Hazing is not a defense, regardless of the person's perceived willingness to cooperate or participate.

1. Examples of Hazing.
 - a. Contact Acts. Examples may include, without limitation: tying, taping, or otherwise physically restraining another person; beating, paddling, or other forms of physical assault.
 - b. Non-Contact Acts. Examples may include, without limitation: 1) Requiring or forcing the consumption of alcohol, illegal drugs, or other substances in an effort to elicit negative physiological response, including, but not limited to, participation in binge drinking and drinking games; 2) personal servitude; requiring social actions (e.g. wearing inappropriate or

provocative clothing) or public displays (e.g. public nudity) that are illegal or meant to draw ridicule; 3) excessive training requirements demanded of only particular individuals on a team that serve no reasonable or productive training purpose; 4) sleep deprivation; 5) otherwise unnecessary schedule disruptions; 6) withholding of water and/or food; and, 7) restrictions on personal hygiene.

c. Sexualized Acts. Actual or simulated Sexual Conduct of any nature.

2. Criminal acts. Any act or conduct that constitutes hazing under applicable federal or state law.

Harassment

Harassment is repeated and/or severe conduct that: 1) causes fear, humiliation or annoyance; 2) offends or degrades; 3) creates a hostile environment; 4) reflects discriminatory bias in an attempt to establish dominance, superiority, or power over an individual or group based on age, gender, sexual orientation, gender expression, gender identity, race, ethnicity, culture, religion, national origin, or mental or physical disability; or, 5) any act or conduct described as harassment under applicable federal and state law. Whether conduct is harassing depends on the totality of the circumstances, including, but not limited to, the nature, frequency, intensity, location, context, and duration of the behavior.

1. Forms. Harassment, which may be a form of Emotional, Physical or Sexual Misconduct, includes but is not limited to:
 - a. Discriminatory Harassment. Conduct with the intent or effect of establishing dominance, superiority or power over an individual or group based on age, sex, race, color, ethnicity, culture, national origin, religion, sexual orientation, gender expression, gender identity, or mental or physical disability.
 - b. Stalking. Conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others, or to suffer substantial emotional distress. Stalking generally involves a course of conduct which includes two or more acts involving persistent and frequent unwanted in-person contact, surveillance, or unwanted telephone and/or other electronic contact. Examples of Stalking behavior include, without limitation: 1) following a person; 2) appearing at a person's home, class, work or practice; 3) frequent phone calls, emails, or text messages; 4) continuing to contact a person after receiving requests to stop; 5) leaving unwanted written messages, objects, or gifts; 6) vandalizing a person's property; 7) threatening, intimidating, or intrusive behavior; and, 8) violating a lawful order preventing contact with a person.
 - c. Sexual Harassment. Conduct that includes: 1) sexual advances, requests for sexual favors, or other verbal or physical behaviors of a sexual nature; or, 2) is sufficiently severe, persistent or pervasive and objectively offensive that it negatively affects an individual's performance.

Violations of any of the above policies will lead to disciplinary action, up to and including termination from employment, or preclusion of the offending individual from Saint Louis Chess Club premises or activities. Any individual employed by or working under the direction or authority of the Saint Louis Chess Club found to have engaged in inappropriate conduct with a minor will be subject to immediate termination from employment and or preclusion of the offending individual from Saint Louis Chess Club premises or activities.

Any employee of the Saint Louis Chess Club who witnesses/observes a violation of the above policies or who receive a report of a violation of these policies must, and is required to, report the alleged misconduct to the contact person, Ms. Joy Bray immediately.